

TERMS OF REFERENCE
YOUTH POLICE CAPACITY DEVELOPMENT EXPERT
FOR THE MINISTRY OF INTERNAL AFFAIRS OF UKRAINE

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Due Date for Applications:	May 5, 2017

PRSM is committed to providing equal employment opportunity without regard to race, color, religion, gender, sexual orientation, national or ethnic origin, age, disability or status as a veteran with respect to policies, programs, and activities.

Background

The Professionals for Reform Support Mechanism (PRSM) provides human resource support – from managers to technical experts - to critical reform initiatives undertaken by national governmental agencies. PRSM is a multi-donor platform, which improves coordination of donor efforts for greater impact and avoids overlap of donor funding. It does not support routine work of the Government of Ukraine that is normally managed by the civil service. To do this, PRSM:

- **Selects initiatives** based on clearly defined links to reform initiatives
- Ensures transparent **recruitment** of human resources
- Manages the **contracting** and payment of human resources
- Provides financial **reports** for donors
- **Monitors** initiatives for results.

Reform Initiative

Ministry of Internal Affairs of Ukraine is implementing child protection reform and improving the efficiency of National Police units operating in this field. The reform aims at unifying the regulations governing their activity that contain necessary changes in the part covering child protection.

National Police is one of the agencies responsible for juvenile crime prevention in Ukraine. According to the Law on Agencies and Services for Children and Special Institutions for Children, a special unit of the National Police is responsible for:

- Prevention of crimes and administrative offences among juveniles;
- Prevention of juvenile reoffending;
- Searches for missing children;
- Detection and cessation of violence against children and preventive registration of juvenile offenders.

Today there are a number of police units that are responsible for such functions: district police officers, investigative unit, patrol police, others. However, creation of the full-scale effective system of child protection is impossible without development of the complex strategy and

In order to strengthen the system of child protection and improving the efficiency of National Police units operating in this field there is a necessity to prepare unified regulations governing their activity that contain necessary changes in the part covering child protection.

Position Summary:

Youth Police Capacity Development Expert will support the Ministry of Internal Affairs in developing capacity of the National Police in child protection. The Expert will work closely with the Ministry reform team and respective departments of the Ministry and National Police to ensure by the end of his/her assignment broad stakeholder engagement in designing the training models and action plan, as well as ensure its sustainable implementation.

Preferred Qualifications and Skills:

1. Degree in Law, Education, Human resources, Public Administration or any other relevant education degree.
2. Experience in training programs drafting.
3. Experience in project management, project administration, project design is an asset.
4. Excellent communication skills.
5. Professional knowledge of Ukrainian and English.

Indicative duties and responsibilities:

1. Organizing work meetings with the representatives of the relevant units of the National Police of Ukraine (Juvenile Prevention, Patrol Police and other units) and partner organizations regarding:
 - Harmonization of core competences of police officer (who must know, understand and be able) to protect the rights of children;
 - Formation of the list of topics and curricular content in accordance with core competences;
 - Adjustment of the structure of presentation of topics of the program;
 - Plan for each of the topics and approval of the structure of the program;
 - Identification of the structural parts of the program (topics) and organizations responsible for the development of materials to be presented in the curriculum guide.
2. Summarizing training material and drafting training program on child protection following the structure typical for this type of documents (explanatory note for the purpose, objectives and expected results of the police training program; characteristics of the program for compliance with needs of specific police units (which topic is most relevant for specific unit) description of each topic of the program, recommended training materials).
3. Drafting the text of training manual by summarizing the material submitted by the relevant partner organizations to be added to predefined topics.
4. Organizing and coordinating approbation 4-day training for 20 police officers and making appropriate changes in the training guide.
5. Determining the ways to institutionalize training program for further implementation at the national level together with the National Police of Ukraine.

Contract Duration and Timing:

The total duration of the consultancy is expected to be 3 months with duty station in Kyiv.

To apply:

Submissions must be prepared in English and delivered electronically by 17:00 Kyiv time on May 5, 2017 to the following address: prsm@fsr.org.ua. We do not welcome unsolicited phone calls.

All submissions must include:

- 1) Applicant's CV (in English);
- 2) Applicant brief letter of interest indicated related experience and achievements.

Please ensure to state **Youth Police Capacity Development Expert** in the e-mail subject line.

Applications received after the indicated deadline or without letter of interest will not be reviewed and considered.

Shortlisted candidates will be contacted after May 10, 2017.

Terms of Reference Youth Police Capacity Development Expert